

# El Reporte de Presidente de Senado Académico

Dieciocho de septiembre, 2019

## Faculty Staffing (contratación de profesores)

- We now know the FON (Faculty Obligation Number): 291
- That means that, because of losses to the ERI
- we will hire *at least* 26 full time faculty to begin fall 2020. It might be more but not a lot more
- This Friday the Faculty Staffing Committee will hear
- presentations for this many faculty requests: 37
- That means that, of the 37 requests, *at most*, 11 and possibly fewer will not be staffed

## Reorganización

- Last meeting I said no decisions had been made about the reorg, but with an abundance of new information and ongoing conversations, it is now clear that the following things have been decided, and as far as the administration and Board are concerned, are not negotiable:
  1. The District is committed to all five sites
  2. The distribution of budget cut targets is among, and based on, the Vice Presidents and their jurisdictions
  3. Post ERI, 11 deans will remain employed in Academic Affairs. This provides a working assumption in reorganizing clusters, since the institutional commitment is to no layoffs. The VPAA, at DCCIM yesterday, entertained the possibility that the reorg might result in fewer deans than 11, but if so those deans will be found work elsewhere within the organization.  
*(It behooves us to always remember that “no layoffs” doesn’t include adjunct faculty or STNCs. All sections cut are to some extent layoffs for adjuncts and instructional assistants.)*

## Guided Pathways (Caminos guiados)

The process for populating the leads for the four Guided Pathways workgroups is almost complete. We had a fair abundance of applications, and excellent candidates many of whom have extensive experience with Guided Pathways. We advertised for faculty to apply to be leads for four categories of GP work:

1. Mapping and Scheduling
2. Introduction to College
3. Academic Supports
4. Website Redesign

The Executive Committee made the selection on the following criteria:

- Diversity of people—gender, ethnicity, age, adjunct/contract, and discipline.
- Giving people their first choice if possible, but no less than second choice
- Experience with engaging in GP and quality and relevance of statement of interest

We were able to identify 2 leads each for Mapping/Scheduling, Intro to College (First Year Experience), and Academic Supports; we chose 1 lead for Website. We were also able to identify 1 “hub” (hub is what we are calling coordinator-reporters), but we lacked a second person who had the requisite qualifications and so we are in the process of inviting applications for a second hub.

The team leads will get reassigned time, and hubs will get additional reassigned time (this is being negotiated with AFA). All faculty who applied but were not chosen as leads are greatly encouraged to join the workgroup of their choice as a member. All faculty who do this work will be compensated. Members of the team will get hourly pay (also being negotiated).

These workgroups will also include student, classified and administrative members, but with faculty leads. They will each be charged with designing Guided Pathways style structuring and organizing, and creating programs within their purview. The work will be coordinated by hubs and all the leads will report to and meet with the Academic Executive Committee. The Senate Exec will also meet regularly to confer with the two deans designated as GP support: Matthew Long and Robert Holcomb.

A future agenda item: Senate-designed process for selecting faculty to participate in Learning Communities.

Eric Thompson